



Training Proposal for:
Southern California Roofers and Waterproofers Joint
Apprenticeship and Training Fund
Agreement Number: ET12-0207

Panel Meeting of: **December 16, 2011**

ETP Regional Office: **North Hollywood**

Analyst: N. Weingart

PROJECT PROFILE

Contract Type:	SET Frontline-Retrainee SB<100 Retrainee	Industry Sector(s):	Construction Green Technology
Counties Served:	Los Angeles, Orange, Riverside, Ventura, San Bernardino, Santa Barbara, San Luis Obispo	Repeat Contractor:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Union(s):	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No United Union of Roofers, Waterproofers and Allied Workers Local Unions #36 & #220	Priority Industry:	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

Turnover Rate %	Manager/ Supervisor %
≤20%	N/A

FUNDING DETAIL

Program Costs	Support Costs	Total ETP Funding	In-Kind Contribution
\$313,560	\$21,708	\$335,268	Inherent

TRAINING PLAN TABLE

Job No.	Job Description (by Contract Type)	Type of Training	Estimated No. of Trainees	Range of Hours		Average Cost per Trainee	Post-Retention Wage
				Class / Lab	CBT		
1	SET Frontline-Retrainee SB<100 Retrainee	Commercial Skills	402	8-60	0	\$834	\$28.79
				Weighted Avg: 30			

Minimum Wage by County: \$25.61 per hour for SET frontline workers statewide.

Health Benefits: ☒ Yes ☐ No This is employer share of cost for healthcare premiums – medical, dental, vision.

Used to meet the Post-Retention Wage?: ☐ Yes ☒ No ☐ Maybe

Although employers provide health benefits, they are not being used to meet Post-Retention Wage.

Wage Range by Occupation	
Occupation Title	Wage Range
Journeyman Roofer/Waterproofers	

INTRODUCTION

In this proposal, the Southern California Roofers and Waterproofers Joint Apprenticeship and Training Fund (Roofers JATC) seeks funding for retraining as outlined below:

This will be the second project between Roofers JATC and ETP, funded under the Special Employment Training (SET) category for frontline workers. In the first project, the JATC's original funding request was reduced by 50% at the September 2009 Panel meeting. The JATC is now requesting an amount based on its current and future training needs.

Founded on June 4, 1959, the Roofers JATC is a joint labor-management committee representing the roofing and waterproofing industry throughout Southern California. Headquartered in Pomona, it operates four training centers in Pomona, Downey, Mission Hills, and Riverside that are responsible for providing training for 500 apprentices and 800 journeyman workers. These union members work in multiple facets of the trade which include various types of roofing, solar and photovoltaic systems, and waterproofing. The workers are employed by roofing and waterproofing contractors that serve school districts, governmental agencies, community-based organizations, military bases, private and public sector. Participating employers will be small contractors that do not face out-of-state competition, but qualify for the Panel's priority industry reimbursement rate. Contractors participating in the Roofers JATC are represented by the Union Roofing Contractors Association.

According to Roofers JATC staff, the need for training continues so that the current workforce of skilled craftsmen can learn specialized skill sets to meet new and changing industry standards, and help replace upcoming retirees. The delivery of training under the prior ETP-funded project was impeded by the slow economy; however, there is still a shortage of workers trained in energy efficient “green” building technologies. There is also a shortage of journeyman workers with nationally recognized certifications trained to handle contemporary, multi-skilled jobs using renewable and non-renewable energy systems. Additional training should increase the opportunities for employers to bid on more contracts and allow journeyman workers to become more employable.

PROJECT DETAILS

Commercial Skills training will provide all trainees with the knowledge and skills to perform in jobs for commercial and industrial construction, new roofing application technology, and “green” construction jobs in California to become effective and efficient leaders. The curriculum will also provide OSHA10/30 training in the basics of occupational safety and health to assure that workers are more knowledgeable about workplace hazards and their rights. To advance its Renewable Energy Green training program, the Roofers JATC will be purchasing new equipment and building mock-ups that are projected to cost from \$25,000 - \$35,000.

Approximately 85% of the training will be delivered at the Roofers JATC training facilities, while up to 15% may be conducted at various participating employer worksites. Site training is convenient for employers who have adequate facilities and equipment, but cannot have their workers travel. Regardless of location, JATC staff indicates that training will be customized to the needs of each employer.

Roofers JATC trainers are all journeymen with 10 to 30 years of experience in the roofing industry, and possess various safety and specialty certificates. They are committed to upgrade training for the betterment of the industry as a whole. Project administration will be done by one staff person dedicated to employer marketing, recruitment and assessment; scheduling classes and collecting rosters; ETP data entry and administration; and interfacing with the Roofers JATC Training Program Coordinator.

Commitment to Training

The Roofers JATC provides CPR/First Aid classes for its employers, while employers also provide some safety as well as on-the-job training, and support journeyman training by providing facilities and materials as needed. The JATC is allotted funding from signatory employers for the purpose of providing training; however, most of these funds are dedicated to apprenticeship training. The JATC provides journeyman training on an as-needed basis, if and when requested by member employers and funds are available. The JATC is proposing to provide new and advanced skills to journeyman workers that will not duplicate past training or training that employers can provide themselves.

The Roofers JATC represents that ETP funds will not displace the existing financial commitment to training of participating employers, and that the opportunity for enhanced training made possible by ETP funds will encourage an ongoing financial commitment in this area. Roofers JATC represents that safety training is, and will continue to be, provided in accordance with all pertinent requirements under state and federal law.

Marketing

The Union Roofing Contractors Association represents all employers in this project. The Roofers JATC plans to recruit participating employers through the Association's website, mailings, and presentations at the monthly employer meetings. The JATC markets its program to employer members as well as workers via training flyers distributed in person and by mail. Employers are notified of program and course upgrades via email and regular mail, while flyers are provided to both local unions for disbursement at monthly meetings.

Support Costs

Roofers JATC is requesting an additional 8% of the training-related funding for recruitment of participating employers and assessment of employer-specific job requirements. Although many of the participating employers have already been recruited, additional recruitment will take place to complete the project and replace any employers whose training needs change since the project planning process began. Assessment of employer-specific job requirements will all take place during the term of the contract. In order to achieve the highest number of placements for this Agreement, the JATC must produce additional marketing materials to intensify employer contact and awareness of the ETP program. The 8% cost will assist the trust in offsetting the cost of the dedicated staff for these administrative needs.

Curriculum Development and Feedback

Training is designed to meet the current needs of the industry. The curriculum is developed by roofing industry professionals with national and local involvement. Labor and management are consulted through joint committees at all levels once a year to update the curriculum. Since the JATC consists of both labor (union) and management (employers), Trustee recommendations are made at their meetings on variety of new techniques and or processes that are entering the industry. Some of the JATC trainers currently work in the roofing industry and provide direct feedback to the program coordinator. Since they also work with the trainees, they provide valuable feedback on curriculum updates. The JATC Program Coordinator contacts employers individually to ensure that their training needs are being met, while staff gets feedback from trainees via class and instructor evaluations.

Retention Modification

Roofers JATC is requesting use of the alternative retention period of 500 hours within 272 consecutive days, as authorized for the trades where 90 consecutive days is not customary. (Title 22, California Code of Regulations, Sections 4400(h) and 4400(v).)

RECOMMENDATION

For the reasons set forth above, staff recommends approval of this proposal including the retention modification.

PRIOR PROJECTS

The following table summarizes performance by the Roofers JATC under an ETP Agreement that was completed within the last five years:

Agreement No.	City	Term	Approved Amount	Payment Earned
ET10-0111	Pomona	10/05/09 – 10/4/11	\$201,500	\$99,271*

*As of November 14, 2011, Roofers JATC has earned \$99,271, with another \$42,882 earned in process, for total potential earnings of \$142,153, or 71% of the ETP funding amount. While 70% is acceptable to the Panel, the JATC representatives believe they could have earned 100% of the available funding were it not for missing the opportunity to capture 2009 summer training sessions. The Roofers JATC also dropped a significant number of trainees that did not meet the 24 hour minimum (which was later modified to 8 hours), or that did not complete training within the 150-day retention period. They plan on training aggressively in the new proposal.

DEVELOPMENT SERVICES

N/A

ADMINISTRATIVE SERVICES

N/A

TRAINING VENDORS

N/A

Exhibit B: Menu Curriculum**Class/Lab Hours**

8 - 60 Trainees may receive any of the following:

COMMERCIAL SKILLS**Ethylene Propylene Diene Monomer (EPDM)**

- Emphasis on seam details, wall details, pipe flashings, curb flashings, corners

Built-Up Roofing (BUR)

- Mopping techniques and applying of drains, curbs, walls, scuppers, felt machine operation, and kettle operation

Hot Air Welding

- Hot air welding of seams, curbs, corners, pipes, drains, and machine operation

Modified

- Atactic polypropylene torch applied and styrene butadiene mopped applied membranes
- Drains, pipe, curb and wall flashings

Shingles

- Installation of shingles in a valley and around chimneys, dormers and through pipes and vents

Slate & Tile

- Proper steps for starting and detailing slate and tile roofs
- Silica Training

Spray Polyurethane Foam

- Techniques and Installation Procedures

Single Ply

- Techniques and Installation of Single Ply

GAF Materials

- Learn the latest GAF materials heat-welding details

Firestone Building Products

- Learn the latest specification requirements for their roofing systems

Johns Manville

- Heat welding and detail requirements for Manville's membranes, and various roofing systems

Sarnafil Roofing Systems

- Sarnafil's polyvinyl chloride, and hot air welded systems and detail requirements

Soprema

- Soprema roofing systems

Carlisle/Syntec Building Products

- Product details & requirements for roofing systems

Certified Roofing Torch Applicator (CERTA)

- Certified Roofing Torch Applicator Program
- Application techniques, known facts of propane gas and combustion on torch applied membranes
- Recertification Program

Scaffold Training

- How to build
- Dismantle
- Code
- Safety Guidelines
- Fall Protection

Foreman Skills

- Leadership
- Mentoring
- Advanced Blueprint Reading
- Budgeting/Scheduling

Forklift Training

- Forklift certification
- Scissor Lift
- Aerial Lift

Going Green/Green - Renewable Energy Systems

- History of Solar Energy
- Photovoltaic Cells
- Electricity
- Photovoltaic System
- Photovoltaic System Performance
- Green Roofs
- Green Roof Systems
- Green (Vegetated) Roofs
- Solar Installation
- Solar PV Systems
- Rooftop Solar PV
- Energy efficiency for roofing
- Design and install equipment for energy efficiency

Waterproofing

- Techniques and Applications
- Materials and Handling
- Confined Space Training

Weatherproofing Envelope Systems

- Moisture Barrier System
- Air Barrier System
- Commercial and Residential exterior
- Climate Control

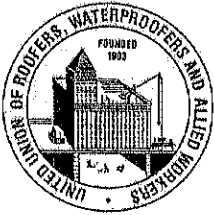
OSHA 10-Hour Course

- Introduction to OSHA
- OSHA Focus Four Hazards
- Personal Protective and Lifesaving Equipment
- Health Hazards in Construction
- Tools - Hand and Power
- Stairways and Ladders

OSHA 30-Hour Course

- Introduction to OSHA
- OSHA Focus Four Hazards
- Personal Protective and Lifesaving Equipment
- Health Hazards in Construction
- Stairways and Ladders
- Fire Protection and Prevention
- Tools – Hand and Power
- Scaffolds
- Cranes, Derricks, Hoists, Elevators, and Conveyors
- Motor Vehicles
- Steel Erection
- Safety and Health Program
- Confined Space Entry
- Power Industrial Vehicles
- Ergonomics
- Managing Safety and Health

Note: Reimbursement for retraining is capped at 60 total training hours per trainee.
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*United Union of Roofers
Waterproofers and Allied Workers*

Local Union No. 36

Phone: (323) 222-0251
Fax: (323) 222-3585

October 17, 2011

Employment Training Panel
Attn: Ms. Naomi Weingart, Contract Analyst
4640 Lankershim Blvd. Suite 311
North Hollywood, CA 91602-1841

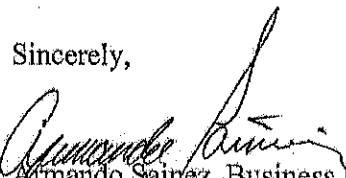
RE: ETP Application- #12-0169

Dear Ms. Weingart,

On behalf of the members of Roofers Local Union #36, I am pleased to endorse and support the application to the Employment Training Panel from the Southern California Roofers & Waterproofers Joint Apprenticeship & Training Committee.

Please do not hesitate to contact if you have any questions.

Sincerely,


Armando Sainez, Business Manager
Roofers Local Union #36

cc: Guadalupe Corral, Apprentice Coordinator

RECEIVED

OCT 20 2011

URJA & TRN FUND



United Union of Roofers, Waterproofers and Allied Workers

Affiliated with AFL-CIO and Building and Construction Trades Department

Local Union No. 220



283 N. Rampart Street, Suite F, Orange, CA 92868

(714) 939-0220 • FAX (714) 939-0246

October 17, 2011

Employment Training Panel
Attn: Ms. Naomi Weingart
4640 Lankershim Blvd. Suite 311
North Hollywood, CA 91602-1841

RE: ETP Application- #12-0169

Dear Ms. Weingart,

On behalf of the members of Roofers Local Union #220, I am pleased to endorse and support the application to the Employment Training Panel from the Southern California Roofers & Waterproofers Joint Apprenticeship & Training Committee.

Please do not hesitate to contact if you have any questions.

Sincerely,

Brent Beasley, Business Manager
Roofers Local Union #220

cc: Guadalupe Corral, Apprentice Coordinator

RECEIVED

OCT 19 2011

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